



Final Disposition Form

COOK COUNTY SHERIFF
Inspector General

Unit - **Courts**

Date: **10 November 2005**

CI# **2005-07-011** , CF# **05-00148** has been
returned from Command Channel Review
with a FINDING of **NOT-SUSTAINED**.

I.G. COPY

*P. Murphy #36
15 Nov 05*

COOK COUNTY SHERIFF
COURT SERVICES DEPARTMENT
COMMAND CHANNEL REVIEW
COMPLAINT INVESTIGATION NO.---->

2005-07-011

TODAY'S DATE

21 October 2005

KINDLY REVIEW AND FORWARD TO THE NEXT STEP WITHIN 15 DAYS. IF YOU DO NOT CONCUR WITH THE ORIGINAL FINDINGS OR PENALTY, KINDLY ATTACH A SEPARATE REPORT WITH YOUR RECOMMENDATIONS.

☒ I CONCUR *

☐ I DO NOT CONCUR *

Reviewed By: Mc Mary Jo O'Leary #66

Division: Court Services R.E.S.

☐ RECOMMEND OPTION BE GRANTED

☐ RECOMMEND OPTIONS NOT BE GRANTED

Title: ASSISTANT CHIEF

Date: 28 OCT 05

AFTER REVIEW, RETURN TO INTERNAL AFFAIRS

☒ I CONCUR *

☐ I DO NOT CONCUR *

Reviewed By: John Hennigan

Division: C.C.S.

☐ RECOMMEND OPTION BE GRANTED

☐ RECOMMEND OPTIONS NOT BE GRANTED

Title: CHIEF/DIRECTOR

Date: 2 Nov 05

AFTER REVIEW, RETURN TO INTERNAL AFFAIRS

☒ I CONCUR *

☐ I DO NOT CONCUR *

Reviewed By: Robert B.

Division: C.S.D.

☐ RECOMMEND OPTION BE GRANTED

☐ RECOMMEND OPTIONS NOT BE GRANTED

Title: CHIEF DEPUTY

Date: 07 Nov. '05

AFTER REVIEW, RETURN TO INTERNAL AFFAIRS

☒ I CONCUR *

☐ I DO NOT CONCUR *

Reviewed By: James C. B.

Division: 16 OFFICE

☐ RECOMMEND OPTION BE GRANTED

☐ RECOMMEND OPTIONS NOT BE GRANTED

Title: INSPECTOR GENERAL

Date: 8 Nov 05

☒ I CONCUR *

☐ I DO NOT CONCUR *

Reviewed By: Zuda

Division:

☐ RECOMMEND OPTION BE GRANTED

☐ RECOMMEND OPTIONS NOT BE GRANTED

Title: UNDERSHERIFF

Date: 09 Nov 05

* (WITH ORIGINAL FINDINGS)
(Rev.) I.G. 6/04-2

C.I.#

2005-07-011

CONFIDENTIAL
AND
PERSONAL

SUMMARY REPORT -

DATE: 18 Oct 05

SUBJECT: COMPLAINT INVESTIGATION NO.

05-07-011

COOK COUNTY SHERIFF'S DEPARTMENT

**Instructions: Submit completed investigation file to the
Inspector's General Office**

FROM - INVESTIGATOR'S NAME Thomas Manella	RANK Inv.	STAR NO. 51	J.D.E. Number [REDACTED]	UNIT ASSIGNED (BE SPECIFIC) 230031
REFERENCE NOS. (LIST ALL RELATED CASE REPORT, ARREST REPORT, INVENTORY NOS. - PERTINENT TO THIS INVESTIGATION)				

ADDRESS OF INCIDENT (IF IN DEPARTMENT BUILDING, BE SPECIFIC) .155 W. 51 st St., Police Courts South	DATE OF INCIDENT - TIME 23 Aug 04 and other dates
--	--

ACCUSED NAME 1. Lorianne Evans	RANK D/S	STAR NO. 4016	J.D.E. Number [REDACTED]	UNIT ASSIGNED (BE SPECIFIC) 23011S
2. Timothy Williams	D/S	4440	[REDACTED]	23011S

SEX/RACE 1. F/B	[REDACTED]	DATE OF APPOINTMENT 01 Apr 91	DUTY STATUS (TIME OF INCIDENT) <input checked="" type="checkbox"/> ON DUTY <input type="checkbox"/> OFF DUTY <input checked="" type="checkbox"/> SWORN <input type="checkbox"/> CIVILIAN
2. M/B	[REDACTED]	19 Apr 04	DUTY STATUS (TIME OF INCIDENT) <input checked="" type="checkbox"/> ON DUTY <input type="checkbox"/> OFF DUTY <input checked="" type="checkbox"/> SWORN <input type="checkbox"/> CIVILIAN

IF APPLICABLE - DATE ARRESTED/INDICTED CHARGES 1. D	COURT BRANCH N	DISPOSITION & DATE A
2.		

COMPLAINANT'S NAME D/S Janet Griffin	ADDRESS [REDACTED]	CITY/STATE Chicago, IL	TELEPHONE	SEX/RACE F/B	DOB/AGE [REDACTED]
---	-----------------------	---------------------------	-----------	-----------------	-----------------------

VICTIM'S NAME Same as above.	ADDRESS	CITY/STATE	TELEPHONE	SEX/RACE	DOB/AGE
---------------------------------	---------	------------	-----------	----------	---------

WITNESS'S NAME None known	ADDRESS	CITY/STATE	TELEPHONE	SEX/RACE	DOB/AGE
------------------------------	---------	------------	-----------	----------	---------

LIST ADDITIONAL ACCUSED, COMPLAINTS, VICTIMS, AND WITNESSES ON ATTACHED SHEETS

ALLEGATIONS: Complainant alleges that the accused deputies harassed her because of her sex (female) and religion (Christian). The accused deputies allegedly thereby violated a provision of the Illinois Human Rights Act, Illinois Compiled Statutes 775 ILCS 5/1-101 et. seg. Complainant filed a complaint with the Illinois Department of Human Rights.

0507011

ADDITIONAL COMPLAINANTS: N/A

ADDITIONAL VICTIMS: N/A

ADDITIONAL WITNESSES: N/A

ADDITIONAL ACCUSED: D/S Trevore Muhammad JDE #379356 Unit #23011S

EVIDENCE:

1. Complaint Entry form
2. I.A./I.G. Complaint (sworn affidavit signed by Daniel Brennan)
3. Copy of Illinois Department of Human Rights Complaint/Charge #2005CF3852
4. Written Statement (D/S Janet Griffin)
5. Notification of Allegation(s), Administrative Proceeding Rights, Waiver of Legal Counsel/Request to Secure Legal Counsel (D/Sgt. Leonard Lucas)
6. Written Statement (D/Sgt. Lucas)
7. Notification of Allegation(s), Administrative Proceeding Rights, Waiver of Legal Counsel/Request to Secure Legal Counsel (D/S Trevore Muhammad)
8. Written Statement (D/S Trevore Muhammad)
9. Notification of Allegation(s), Administrative Proceeding Rights, Waiver of Legal Counsel/Request to Secure Legal Counsel (D/S Timothy Williams)
10. Written Statement (D/S Timothy Williams)
11. Notification of Allegation(s), Administrative Proceeding Rights, Waiver of Legal Counsel/Request to Secure Legal Counsel (D/Sgt. Wellington Thomas)
12. Written Statement (D/Sgt. Wellington Thomas)
13. Notification of Allegation(s), Administrative Proceeding Rights, Waiver of Legal Counsel/Request to Secure Legal Counsel (D/S Lorianne Evans)
14. Written Statement (D/S Lorianne Evans)
15. To-From memo ((A/C O'Leary/D/S Evans)
16. C.P.D. Simple Battery Case Report (HL-404545)
17. To-From memo (Jamie Johnson/Wendy Bernard)
18. To-From memo (Janet Griffin/Walter K. Knorr)
19. To-From memo (Dir. Keating/R/I)

INVESTIGATION: R/I was assigned this investigation on 19 Jul 05. This assignment was given via a Complaint Entry Form. (Attachment #1)

An I.A./I.G. Complaint Register was sworn to and signed by Daniel Brennan, General Counsel for Legal and Labor Affairs. (Attachment #2)

0507011

A copy of D/S Griffin's complaint with the Illinois Department of Human Rights and EEOC accompanied the sworn affidavit. (Attachment #3)

On 24 Jun 05 complainant D/S Janet Griffin filed a complaint of harassment with the Illinois Department of Human Rights and EEOC. This complainant alleges discrimination by the accused deputies based on complainant's sex (female) and religion (Christian). Complainant gave the names of accused and description of their alleged activities on various given dates: 23 Aug 04: Deputies Lorianne Evans and Timothy Williams continued to leave their assigned post to linger around complainant's post in the lobby area of Police Courts South at 151 W. 51st St. Further, D/S Trevore Muhammad discusses Muslim principles, recruits for the Nation of Islam, disseminates ticket and/or flyer for the Nation of Islam and conducts personal business (during on-duty hours).

02 Sep 04: Complainant was attempting to meet with Lt. Shotwell regarding a memorandum he wanted her to submit in Lt. Shotwell's office and D/S Trevore Muhammad was also in the office. Complainant asked Sgt. Lucas to ask Deputy Muhamad to leave the office because complainant was there first. Instead of doing was requested, Sgt. Lucas left the lieutenant's office. Deputy Muhammad repeatedly left and re-entered the office, accusing the lieutenant of having problems with individuals of the Muslim faith. Complainant feels that in doing so Deputy Muhammad disregarded the authority of Lt. Shotwell.

15 Sep 05: Complainant alleges that Respondent (Cook County/A/C O'Leary) attempted to re-assign her to Police Courts South located at 727 E. 111th St. from 151 W. 51st St. without being given a reason. Complainant inquired as to why she was being re-assigned and her request for re-assignment was initially denied by Respondent and complainant has not requested to be re-assigned since her initial inquiry.

07 Jun 05: Complainant alleges that at the beginning of her shift she walked into the lockup area and had to step around Deputy Lorrianne Evans. While doing so she was pushed and elbowed by D/S Evans who had been standing in the middle of the floor. Complainant asked Sgt. Lucas who was present to intercede and to have D/S Evans leave the lockup area as she was not assigned there. Sgt. Lucas ignored complainant and looked on as she was verbally attacked by D/S Evans. Complainant was eventually reassigned to the front door. When complainant arrived at the front door D/S Evans was there talking to D/S Trevore Muhammad.

09 Jun 05: Complainant stated that she was given a memo by Walker K. Knorr, Comptroller, informing her that during a recent audit it was discovered that she had been given a step increase in error from November, 8, 2002 through May 6, 2005. Complainant filed a grievance and thought the problem was corrected. Complainant feels that her time is being questioned by Respondent because her co-workers are openly discussing why she is receiving three weeks of vacation a year.

0507011

Complainant alleges that the aforementioned allegations constitute a hostile, intimidating offensive work environment for her and interferes with her ability to perform her job. These alleged activities by accused deputies occurred after complainant performed a protected activity (filing her Illinois Department of Human Rights and EEOC complaint) and thereby raised an inference of retaliatory motivation. Complainant alleges further that she was subjected to unequal terms and conditions of employment in that:

24 Nov 04: Complainant allegedly observed D/S Stankowski collect money from co-workers to play the lottery and she was not disciplined. Complainant was admonished for selling candy for her daughter's school and for working crossword puzzles.

28 Jan 04: Complainant alleges she observed D/S Lorianne Evans read the newspaper and work crossword puzzles while she was at her front door post. Also, D/S Muhammad reads the Koran and the Holy Bible while he is on his post. Complainant was admonished for reading the Bible and accused of working crossword puzzles the Deputies Evans and Muhammad were not. Complainant apparently feels that the actions taken against her because of her aforementioned actions raised an inference of retaliatory motivation.

On 09 Aug 05, D/S Janet Griffin came to the I.A.D. office at 69 W. Washington St., Suite 1110 and gave R/I a written statement concerning her allegations. D/S Griffin stated that she was being harassed and retaliated against because of her sex and religion in the sense that she receives inequitable treatment from supervisory personnel. Deputies of the Islamic faith are pacified and she is held to the letter of the law. Supervisors treat the Islamic deputies with respect, but treat complainant indifferently. Complainant accused Sgt. Lucas of sharing memorandums pertaining to her with other department. Complainant feels this creates a hostile and intimidating atmosphere.

R/I asked complainant to explain how she is being harassed and discriminated against because of her sex. Complainant answered, "Well he's male and I'm female." Complainant stated that they (deputies) create a questionable atmosphere of her sexuality, whether she likes females or males by the way they act when other females come around. This causes complainant to feel uncomfortable. Complainant mentions D/S Muhammad by name, but also states that her complaint also concerns other deputies who enjoy his actions. Complainant does not agree with the Muslim faith and does not follow Farrakhan. Complainant stated that she is harassed and discriminated against because of her faith because she is not allowed to study or read Christian principles, but he (D/S Muhammad) is allowed to speak about the Islamic faith, beliefs and principles. Complainant also stated that she is subjected to hearing the conversations between D/S Lorianne Evans and D/S Timothy Williams when they leave their post(s) and linger around complainant's post. Complainant states that she is discriminated against because the aforementioned deputies are allowed to leave their posts and she isn't. R/I asked complainant how this is related to her sex and religion. She responded that it deals more with harassment and inequitable treatment. The allowing of one deputy to do one thing and not allow another deputy to do the same thing. Complainant feels that it is workplace bullying and management allows it. Complainant further stated that she was transferred to 111th St. Police Courts South for five or six weeks and then transferred back to 155 W. 51st St. She felt that it was a form of retaliation

0507011

because the other deputies, mainly Deputies Muhammad, Evans, Williams and Jenkins allegedly complained about her.

R/I asked complainant how the alleged physical encounter between herself and D/S Evans was related to her sex and religion. Complainant answered that it was harassment, that D/S Evans allegedly always infers that complainant is gay or that something is wrong with her. Complainant feels that the alleged incident was set up.

Complainant stated that she was wrongfully given written counseling after an inspector alleged he saw her sitting at a table at the front door security check station of March 4, 2005. When asked by R/I if she felt this complaint and subsequent written counseling were related to either her sex or religion, she answered that it was "more so of just plain harassment and retaliation."

Complainant alleges that on November 24, 2004 and January 28, 2005 she was subjected to unequal terms and conditions of employment due to seeing D/S Stankowski collect money from co-workers to play the lottery, but she was not disciplined. However, she was admonished for selling candy for her daughter's school and working crossword puzzles. R/I asked if she felt that the admonishment was due to her sex and religion. Complainant answered, "No, I don't feel that any of this was due to my sex or religion. It was just harassment." Complainant also stated that Deputy Sergeants Thomas and Lucas witness this but would never admit it. Complainant believes that her religion was the reason she was admonished for reading the Bible and doing crossword puzzles. Complainant also stated that Sergeant Thomas and Deputies Evans, Muhammad and Williams "have issues" with the pastor of her church.

On 09 Aug 05, D/S Janet Griffin came to the I.A.D., Court Services office at 69 W. Washington St., Suite 1110, Chicago, IL and gave a written statement to R/I relative to her allegations stated in her Illinois Department of Human Rights and EEOC complaint. R/I asked complainant questions as to why her sex and religion were responsible for the allegations made and complainant answered these questions accordingly. (Attachment #4)

On 16 Aug 05, Sgt. Lucas came to the I.A.D., Court Services office where he received and acknowledged/signed his Administrative Proceeding Rights. (Attachment #5)
Thereafter, Sgt. Lucas gave a written statement relating to complainant's allegations. Sgt. Lucas stated that Deputies Janet Griffin (complainant), Lorianne Evans, Trevore Muhammad, Timothy Williams and Darryl Jenkins are his subordinate. However, he does not know if any of them are Muslims. Sgt. Lucas denied any knowledge of D/S Muhammad preaching about or recruiting for the Nation of Islam during on-duty hours. R/I asked Sgt. Lucas specific questions related directly to the allegations made against him by complainant. He denied all the allegations. (Attachment #6)

On 24 Aug 05, D/S Trevore Muhammad came to the I.A.D., Court Services office. He there received his Administrative Proceeding Rights and acknowledged/signed them. (Attachment #7)
Thereafter, R/I asked D/S Muhammad questions relating to complainant's allegations made

0507011

against him. D/S Muhammad denied all of complainant's allegations. (Attachment #8)

On 25 Aug 05, D/S Timothy Williams came to the I.A.D., Court Services office and received his Administrative Proceeding Rights which he acknowledged/signed. (Attachment #9)

Thereafter, R/I asked D/S Williams specific questions directly related to the allegations made against him by complainant. D/S Williams denied the allegations made against him or having knowledge of the allegations that complainant made against other deputies. (Attachment #10)

On 29 Aug 05, Sgt. Wellington B. Thomas came to the I.A.D., Court Services office and received his Administrative Proceeding Rights which he acknowledged/signed. (Attachment #11)

Thereafter Sgt. Thomas gave R/I a written statement in which he denied knowledge of complainant being discriminated and retaliated against because of her sex and religion, or for any other reason. Sgt. Thomas witnessed an incident between complainant and D/S Lorianne Evans which occurred on 07 Jun 05 in the lockup at 151 W. 51st St. D/S Griffin was assigned to work in the lockup and when she came in D/S Evans was there. D/S Griffin bumped into D/S Evans while passing by her and a loud conversation between them ensued. At that time Sgt. Evans had D/S Evan return to Branch 34, her assigned post. Immediately thereafter, Sgt. Thomas advised Lt. Shotwell that he was going to re-assign D/S Griffin to the front door post and have D/S Evan work in the lockup and also help in Branch 34. Lt. Shotwell said gave his permission. After talking with Lt. Shotwell Sgt. Thomas told D/S Griffin she had been re-assigned to the front door. Sgt. Thomas denied ever seeing D/S Evans shove or elbow D/S Griffin, nor did he hear D/S Evans verbally attack D/S Griffin. Both of these deputies were yelling at each other. Sgt. Thomas could not recall if D/S Griffin asked him to intercede between her and D/S Evans. Sgt. Thomas also denied any knowledge of D/S Griffin being subjected to any type of harassment or inequitable treatment for any reason. Sgt. Thomas denied knowledge of deputies discussing D/S Griffin's vacation time or hanging around her post(s) without being assigned there. Sgt. Thomas also denied knowledge of D/S Muhammad discussing the principles of the Nation of Islam or conducting any type of business for the Nation of Islam. Sgt. Thomas also denied knowledge of other deputies conducting personal business during their on-duty hours. (Attachment #12)

On 07 Sep 05, D/S Lorianne Evans came to the I.A.D., Court Services office and was there given her Administrative Proceeding Rights which she acknowledged/signed. (Attachment #13)

Thereafter, D/S Evans gave R/I a written statement in which she denied discriminating or retaliating against D/S Griffin because of her sex or Christian religion. She also denied knowledge of any person(s) discriminating or retaliating against D/S Griffin because of her sex or Christian religion. D/S Evans stated she had never left an assigned post to hang around D/S Griffin's post and denied knowledge of other deputies doing so. D/S Evans denied reading newspapers or doing crossword puzzles while assigned to the front door post at 151 W. 51st St. She also denied discussing religious issues with other deputies at any time while on-duty or within the hearing of complainant. D/S Evans also denied inferring by any action either to complainant or to others that complainant is gay. R/I asked about complainant's allegation that D/S Evans elbowed and shoved her while they were in the lockup area at Police Courts South, 151 W. 51st St. D/S Evans stated that complainant ran into her left shoulder as she came into the lockup. Complainant then began screaming at D/S Evans, telling her to get out of the lockup. Sgt. Thomas attempted to tell complainant that D/S Evan was assigned to the lockup until complainant arrived. Sgt. Thomas then told D/S Evans to go to Branch 34. During the courtroom break D/S Evans

0507011

wrote a To-From memo to Sgt. Thomas and then filed a Simple Battery Case Report (#HL-404545) with the Chicago Police Department. Later, D/S Evans declined to prosecute this allegation. (Attachments #14, 15 & 16)

On Page 3 of her Illinois Department of Human Rights complaint D/S Griffin stated that she was given a memo from Walter K. Knorr, Comptroller that she had been given a step increase in error from November 8, 2002 through May 6, 2005. She believes her time is being questioned by Respondent (Cook County) because her co-workers discussed why she receives three weeks of vacation yearly. In response to this allegation R/I visited with Ms. Janette Wilson of the Comptroller's Office located in the County Building, Room 500 on 22 Sep 05. Ms. Wilson stated that audits are made sporadically for payroll purposes to ensure that an employee is paid properly for his/her grade and step. In this chance audit an error was discovered regarding complainant's salary on 06 May 05. Ms. Wilson provided R/I with copies of a To-From sent to complainant from Walter K. Knorr regarding this found error dated 09 Jun 05. (Attachment #14)

Ms. Wilson also provided R/I with a copy of a memorandum dated 05 May 05 and addressed to Jamie McPeck Johnson of the Comptroller's Office. This memorandum is in regards to complainant's 7th step increase in pay that was given in error accompanied by an information sheet that mathematically reflects the pay received and the proper amount that complainant should have received. Attached to this memorandum is an addendum showing the showing the incorrect and correct step raise and the differing pay amounts. (Attachment #17)

A To-From memorandum was addressed to Janet Griffin and sent by Walter K. Knorr which explained the step increase given her in error. Attached to this memorandum was information listed in Attachment 15. (Attachment 18)

On 18 Oct 05 at 1305 hours R/I had a telephone conversation with D/S Evans relating to the alleged battery she sustained at the hands of D/S Griffin and if she intended to prosecute D/S Griffin. D/s Evan stated to r/I that she had made out the case report for informational purposes only and did not intend to prosecute D/S Griffin for the alleged offense. (Attachment #19)

SYNOPSIS: Complainant D/s Janet Griffin made numerous allegations against a number of sworn sheriff's personnel. All of the persons listed in her complaint were interviewed by R/I. All denied performing any discriminatory and/or retaliatory behavior directed at complainant. They also denied any knowledge of such behavior on the part(s) of any other person(s). Lastly, D/S Griffin complained that she was transferred from Police Courts South at 151 W. 51st St. to Police Courts South at 727 E. 111th St. without being given a reason. It should be noted that both addresses compose the same facility and there is no need for a reason to be given to any deputy transferred from one location to the other. These transfers occur has manpower demands and are made at the discretion of supervisory personnel. This investigation could find no evidence to sustain any of complainant's allegations that she was subjected to adverse or hostile working conditions because of sex, religion or that they occurred at all.

FINDING: NOT SUSTAINED – there was insufficient evidence to either prove or disprove the allegations.

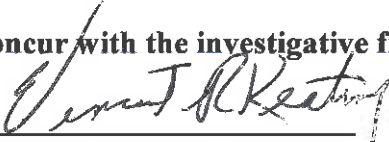
0507011

Date Initiated: 19 Jul 05
Date Completed: 12 Oct 05
Elapsed Time: 91 days



Inv. Thomas Manella #51
I.A.D., Court Services

I concur with the investigative findings.



Vincent R. Keating, Director
I.A.D., Court Services

18 OCT 05

0507011